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EXPLANATION OF THE NOTICE OF CONTRIBUTION RATES AND STATEMENT OF UNEMPLOYMENT INSURANCE (UI) RESERVE ACCOUNT (DE 2088)

The "Notice of Contribution Rates and Statement of UI Reserve Account" (DE 2088) informs you of your Unemployment Insurance (UI), Employment Training Tax (ETT) and State Disability Insurance (SDI) contribution rates for the calendar year 1998. It also shows the items used to determine your UI rate and the balance in your UI reserve account as of July 31, 1997. For more information on experience rating, please request Information Sheet: California System of Experience Rating (DE 231Z) from the Employment Development Department (EDD) Warehouse:

Employment Development Department
805 "R" Street
Sacramento, CA 95814-6497
(916) 322-2835

MAIL DATE

This is the official mail date for this notice. Due to bulk mailing, some notices are mailed prior to this date.

YOUR EMPLOYER ACCOUNT NUMBER

This is the number assigned to you when you registered as an employer with EDD. This number is assigned to you for UI, ETT, SDI and Federal Unemployment Tax Act (FUTA) purposes. Please refer to your employer account number when making inquiries about your account.

CONTRIBUTION RATES

UI Rate - This is your UI contribution rate for the calendar year 1998. New employers are assigned a 3.4 percent rate. Employers are eligible for a rate other than 3.4 percent after the first three tax years.

UI Contribution Rate Schedule - Section 977 of the California Unemployment Insurance Code (CUIC) mandates which Contribution Rate Schedule is in effect. Each year the schedule is determined by the ratio between the Unemployment Insurance Fund balance on September 30 and the total wages paid by all employers. All tax rated employers are rated under the same schedule. A copy of the Contribution Rate Schedule is on the last page of this explanation sheet.

NOTE: If the calculation produces a ratio of 0.6 percent or lower, the rates in Schedule F are multiplied by 1.15.

To determine your rate, find your reserve ratio (shown on line 17 of the DE 2088) on the assigned UI rate schedule (i.e., on Schedule "D" ratio .129, would be 2.1 percent).

ETT Rate - Employers whose UI reserve account balance is positive (zero or greater) pay an ETT of 0.1 percent. Employers whose UI reserve account balance is negative (shows a minus sign after the amount) do not pay ETT and it is shown as 0.0 percent on the notice.

SDI Rate - This is the percentage amount to be withheld from each employee's salary. SDI is a wage continuation plan for employees who are unable to work because of nonoccupational illness or injury. It is funded through employee payroll deductions.

The SDI withholding rate is the same for all employers and is calculated pursuant to Section 984 of the CUIC. It is an annual rate that may increase, decrease or remain the same, depending on the balance in the SDI Fund and the amount of disbursements and wages paid.

ANNUAL TAXABLE WAGE LIMITS

UI and ETT are paid on the first \$7,000 earned by each employee, per calendar year. SDI is withheld on the first \$31,767 earned by each employee, per calendar year.

NOTE: For your convenience in reporting your contributions to EDD, please write your UI, ETT and SDI rates and annual taxable wage limits in your DE 88, Payroll Tax Deposit booklet (if applicable).

RIGHT TO PROTEST

Any item on the DE 2088 may be protested except SDI and ETT which are specifically set by law. The protest must be filed in writing within 60 days of the mail date shown on the notice (unless an extension is requested and approved for good cause). When filing, include your employer account number, the specific item protested and why you are protesting. Mail your protest to:

Employment Development Department
Contribution Rate Group, MIC 4
P.O. Box 826880
Sacramento, CA 94280-0001

You may call (916) 322-0507 if you need additional information.

Explanation of the UI Reserve Account Breakdown:

1. Previous Reserve Balance - Shows the ending balance in your UI reserve account as of July 31, 1996.

2. Employer Contributions Paid - Shows the total of all UI contributions paid by you from August 1, 1996 through July 31, 1997. However, payments made in July for quarter ended September 30, 1997 will not be included.

NOTE: ETT paid is not considered UI contributions and is not included in this figure. When allowed, Voluntary UI payments are included but can not be taken as a credit on any tax return.

3. Interest Earned on UI Fund - Shows the amount credited to positive UI reserve accounts for interest earned on the UI Fund. Employers with a negative UI reserve account balance as of July 31, 1997 do not receive a portion of this interest earnings.

4. Negative Balance Reduction - Shows the amount of your negative UI reserve balance cancelled, per Section 1027.5 of the CUIC.

5. Benefit Overpayments Collected - Shows the amount credited to your UI reserve account for overpayments recovered from claimants who were overpaid UI benefits as a result of error or fraud.

6. Positive Reserve Account Balances Cancelled - Shows the amount credited to your UI reserve account as the result of the cancellation of positive UI reserve accounts. Whenever an employer ceases to pay wages, the UI reserve account (unless transferred to a successor's account) is cancelled after a period of three consecutive years. Each year the total of the cancelled UI reserve accounts with positive balances is prorated to all employers' accounts.

7. Other Nontaxable Income - Shows your share of money deposited in the UI Fund from others sources.

8. TOTAL CREDITS - Shows the total of all the items added to your UI reserve account beginning August 1, 1996 through July 31, 1997. This amount is the total of items 2 through 7 above.

9. UI Benefits Charged - Shows the amount of UI benefits paid to your former employees. This amount should agree with the amount shown on your Statement of Charges to Reserve Account (DE 428T). These charges may also be as a result of a UI reserve account transfer. For partial transfers the successor will not receive the DE 428T.

10. Increase in Negative Reserve Balances - Shows the amount of prorated charges to your UI reserve account as a result of the increase in the total of all negative UI reserve account balances.

11. Benefit Overpayments Established - Shows the amount of prorated charges to your UI reserve account as a result of UI benefit overpayments established.

12. UI Benefits Prorated to All Accounts - Shows the amount that has been charged to your UI reserve account as a result of UI Code provisions relieving individual UI reserve accounts of charges under certain conditions. Each year the total of all benefit charges not charged to individual UI reserve accounts is accumulated and prorated to all employers.

13. Other Items of Expense - Shows the amount of prorated charges to your UI reserve account for miscellaneous expenses to the UI Fund.

14. TOTAL CHARGES - Shows the total of all the items subtracted from your UI reserve account beginning July 1, 1996 through June 30, 1997. This amount is the total of items 9 through 13 above.

15. Your UI Reserve Balance as of July 31, 1997:

Previous Reserve Balance	(line 1)
Plus Total Credits	(line 8)
<u>Minus Total Charges</u>	<u>(line 14)</u>
New Reserve Balance	(line 15)

16. UI Taxable Payroll - Shows the total of all UI taxable wages reported on your Quarterly Contribution Returns (DE 3DP) or Annual Reconciliation Statement (DE 7) for the years 1994, 1995 and 1996 and any adjustments made to the taxable wages for those years. An increase in UI taxable payroll may result in an increase to your UI contribution rate.

To determine your average base payroll, divide the UI Taxable Payroll figure shown by three (or two if you began business in 1995).

<u>UI Taxable Payroll</u>	= Average
3 (or 2 if only 2 years of taxable payroll were reported)	Base Payroll

NOTE: If taxable wages are reported in at least one quarter of a year, that is considered a full year with wages.

17. Reserve Ratio - Shows the ratio between your UI reserve balance and your average base payroll.

<u>Reserve Account Balance</u>	= Reserve Ratio
<u>Average Base Payroll</u>	

The UI taxable wages shown at the bottom of the DE 2088 are the wages reported for the Fiscal Year July 1, 1996 through June 30, 1997, and are used to calculate the prorated credits and charges.

MINIMIZING YOUR UI RATE

- Work with your employees to avoid separations. Every discharge has the potential to increase your contribution rate.
- When a layoff is unavoidable, contact your local EDD office for assistance in finding work for your displaced workers.
- Respond in time to all claim notices. Failure to respond may cause you to lose future protest rights.
- If possible, offer former employees a job when you are notified they are drawing UI benefits.
- Submit your UI payment within the required time limits, along with an accurately completed DE 88 Coupon. Also submit your DE 6, Quarterly Wage and Withholding Report, at the close of each quarter.
- If you have no employees you must still file your quarterly tax form noting "no employees for the quarter." If any tax payments are made for the year, a reconciliation document (DE 7 or DE 3HW) must be submitted. If you do not anticipate having employees in the future, you must notify us to inactivate your account.

RESERVE ACCOUNT TRANSFERS

If you acquire all or part of another business, it may be to your advantage to apply for the predecessor's (former owner's) reserve account. Applications for Transfer of Reserve Account (DE 4453) must be in writing. If your application is approved, your UI rate will be redetermined and may result in a reduction in your UI rate. If we determine the reserve account transfer will increase your UI rate for the year of acquisition, we will return your application with an explanation.

If you acquire part of another business, and wish to acquire the reserve account of the predecessor, you must file an application within 90 days after the date of acquisition. If you acquire all of another business, you have three years to file an application. However, rate reductions are not retroactive. Not all reserve account balances are desirable. If the transfer of your predecessor's reserve account is approved, you will be subject to all or a percentage of the predecessor's benefit charges, which could increase your rate in future years.

COMMON QUESTIONS

Q. Why did my rate increase?

- A. The rate will increase for any one/or all of the following reasons:
1. A change in the UI rate schedule used for all UI tax rated employers. (Refer to page 1, "UI Contribution Rate Schedule" for more information.)
 2. A change in your taxable payroll for the three years used - 1994, 1995 and 1996. If there is either an increase or decrease this will alter the ratio. (Refer to page 2, item 16, for more information.)
 3. The total charges were more than the total credits. (Refer to "Breakdown of the UI Reserve Account," for more information.)

Q. Why is my reserve account charged when none of my former employees drew benefits?

A. To ensure the UI Fund remains solvent, all costs must be reimbursed. This is done by sharing costs and income to the UI Fund that are not directly credited or charged to an employer's reserve account. (Refer to page 2, items 4-7 and 10-13, for more information.)

Q. Is my reserve account balance refundable?

A. No. UI contributions are deposited in the UI Fund and used only to pay UI benefits. The reserve account is a statistical method of measuring employment experience and it is only used to determine your UI contribution rate.

Q. Why does my rate increase when I hire more employees?

A. The more employees you have the greater your risk of UI claims. Any increase in your taxable payroll without a corresponding increase in the reserve account balance can result in a higher UI tax rate. If your average taxable payroll increases but your reserve balance does not increase proportionately, your reserve ratio will decrease causing your UI rate to increase. (See page 2, item 16 for more information.)

Q. Why did I receive a voluntary UI notice when it does not benefit me?

A. EDD does not know what your taxable wages for the coming year will be. Only you can decide if a voluntary UI contribution is financially advisable for you. Refer to the Explanation Sheet and Worksheet for Voluntary UI Contribution Notice (DE 2088VU) for a worksheet to estimate your possible savings.

VOLUNTARY UI CONTRIBUTIONS

Voluntary Unemployment Insurance (VUI) payments are allowed in years when rate schedules AA to D are in effect. It is not available when rate schedules E or F are in effect. For 1998, we are on Schedule D; therefore, VUI payments will be allowed for those employers who are eligible. The Voluntary UI Contribution Notice (DE 2088A) and the Explanation Sheet and Worksheet for Voluntary UI Contribution Notice (DE 2088VU) were mailed to all employers eligible to participate. If you feel you qualify

and you did not receive a DE 2088A, please call Contribution Rate Group at (916) 322-0507.

Employers not eligible to make a VUI payment are:

- Those with an unpetitioned outstanding liability on EDD's records as of September 30.
- Those who are required to pay at 3.4 percent. (New employers and employers who have lost their experience rate.)
- Those with a negative reserve account balance.
- Those already assigned the lowest possible rate.

UI TAX RATE SCHEDULE

Reserve Ratio			Contribution Rate Schedules						
(Exceeds or =) (Less than)			(Stated as a Percent)						
Line			AA	A	B	C	D	E	F
1	Exceeds	-.20	5.4	5.4	5.4	5.4	5.4	5.4	5.4
2	-.20	to -.18	5.2	5.3	5.4	5.4	5.4	5.4	5.4
3	-.18	to -.16	5.1	5.2	5.4	5.4	5.4	5.4	5.4
4	-.16	to -.14	5.0	5.1	5.3	5.4	5.4	5.4	5.4
5	-.14	to -.12	4.9	5.0	5.3	5.4	5.4	5.4	5.4
6	-.12	to -.11	4.8	4.9	5.2	5.4	5.4	5.4	5.4
7	-.11	to -.10	4.7	4.8	5.1	5.3	5.4	5.4	5.4
8	-.10	to -.09	4.6	4.7	5.1	5.3	5.4	5.4	5.4
9	-.09	to -.08	4.5	4.6	4.9	5.2	5.4	5.4	5.4
10	-.08	to -.07	4.4	4.5	4.8	5.1	5.3	5.4	5.4
11	-.07	to -.06	4.3	4.4	4.7	5.0	5.3	5.4	5.4
12	-.06	to -.05	4.2	4.3	4.6	4.9	5.2	5.4	5.4
13	-.05	to -.04	4.1	4.2	4.5	4.8	5.1	5.3	5.4
14	-.04	to -.03	4.0	4.1	4.4	4.7	5.0	5.3	5.4
15	-.03	to -.02	3.9	4.0	4.3	4.6	4.9	5.2	5.4
16	-.02	to -.01	3.8	3.9	4.2	4.5	4.8	5.1	5.4
17	-.01	to .00	3.7	3.8	4.1	4.4	4.7	5.0	5.4
18	.00	to .01	3.4	3.6	3.9	4.2	4.5	4.8	5.1
19	.01	to .02	3.2	3.4	3.7	4.0	4.3	4.6	4.9
20	.02	to .03	3.0	3.2	3.5	3.8	4.1	4.4	4.7
21	.03	to .04	2.8	3.0	3.3	3.6	3.9	4.2	4.5
22	.04	to .05	2.6	2.8	3.1	3.4	3.7	4.0	4.3
23	.05	to .06	2.4	2.6	2.9	3.2	3.5	3.8	4.1
24	.06	to .07	2.2	2.4	2.7	3.0	3.3	3.6	3.9
25	.07	to .08	2.0	2.2	2.5	2.8	3.1	3.4	3.7
26	.08	to .09	1.8	2.0	2.3	2.6	2.9	3.2	3.5
27	.09	to .10	1.6	1.8	2.1	2.4	2.7	3.0	3.3
28	.10	to .11	1.4	1.6	1.9	2.2	2.5	2.8	3.1
29	.11	to .12	1.2	1.4	1.7	2.0	2.3	2.6	2.9
30	.12	to .13	1.0	1.2	1.5	1.8	2.1	2.4	2.7
31	.13	to .14	0.8	1.0	1.3	1.6	1.9	2.2	2.5
32	.14	to .15	0.7	0.9	1.1	1.4	1.7	2.0	2.3
33	.15	to .16	0.6	0.8	1.0	1.2	1.5	1.8	2.1
34	.16	to .17	0.5	0.7	0.9	1.1	1.3	1.6	1.9
35	.17	to .18	0.4	0.6	0.8	1.0	1.2	1.4	1.7
36	.18	to .19	0.3	0.5	0.7	0.9	1.1	1.3	1.5
37	.19	to .20	0.2	0.4	0.6	0.8	1.0	1.2	1.4
38	.20	or more	0.1	0.3	0.5	0.7	0.9	1.1	1.3

AUTOMATED INFORMATION LINE

Contribution Rate Group has an automated telephone system to aid in directing your requests for information. Please have your employer account number and Notice of Contribution Rates and Statement of UI Reserve Account (DE 2088) available when you call. For information or assistance please call: (916) 322-0507

Equal Opportunity Employer/Program. Auxiliary services and assistance available to persons with disabilities. TDD Users, contact the California Relay Service: 1-800-735-2929.